DOCUMENT RESUME

ED 327 495 SP 032 798

AUTHOR Cooley, Van E.; Thompson, Jay C., Jr.
TITLE Mandated Staff Development in the Fifty States: A Study of State Activity 1983-1989.
PUB DATE Nov 90
NOTE 11p.; Paper presented at the Annual Conference of the National Council of States on Inservice Education (15th, Orlando, FL, November 16-20, 1990). For the 1984 study, see ED 257 220.
PUB TYPE Speeches/Conference Papers (150) -- Statistical Data (110)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Educational Trends; Elementary Secondary Education; *Expenditure per Student; Inservice Teacher Education; National Surveys; *Staff Development; *State Action; *State Aid; State Legislation; *State School District Relationship; *State Standards; Statewide Planning

ABSTRACT

This study is a replication of a 1983-84 study of state activity in the area of staff development. Survey questionnaires were mailed to the Chief Educational Officer in each of the 50 states; responses were received from all states. The study compares changes since the 1984 study and focuses on five basic objectives: (1) Which states through law or accreditation currently mandate staff development or inservice programs for local school districts? (2) Which states are currently planning, or have pending, legislation regarding staff development? (3) What effect do per pupil expenditures have on state-mandated staff development programs? (4) Which states provide funding for staff development or inservice programs? and (5) What types of support are provided by State Departments of Education to local school districts in the area of staff development? (JD)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED327495

MANDATED STAFF DEVELOPMENT IN THE FIFTY STATES: A STUDY OF STATE ACTIVITY 1983-1989

VAN E. COOLEY
ASSISTANT SUPERINTENDENT
WESTFIELD-WASHINGTON SCHOOLS
322 WEST MAIN STREET
WESTFIELD, INDIANA 46074

JAY C. THOMPSON, JR.
PROFESSOR OF CURRICULUM
BALL STATE UNIVERSITY
MUNCIE, INDIANA 47306

A PRESENTATION FOR THE NATIONAL COUNCIL
OF STATES ON INSERVICE EDUCATION
NOVEMBER 16-22, 1990
ORLANDO, FLORIDA

SP 032 798

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

V. E. Cooley

J. C. Thompson, Jr.

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

MANDATED STAFF DEVELOPMENT IN THE FIFTY STATES: A STUDY OF STATE ACTIVITY 1983-89

One of the many responsibilities of state education agencies is to provide local school districts with direction and resources. State education department representatives and state legislators have been extremely active since the "A Nation at Risk" report in 1984. Staff development is an area in which many states have taken a leadership role in both support and delivery of services. This study is a replication of a 1983-84 study involving state activity in the area of staff development. Survey questionnaires were mailed to the Chief Educational Officer in each of the 50 states. Responses were received from all states with a number of state officials returning supporting data.

The study will compare changes since the 1984 study and focus on five basic objectives:

1. Which states through law or accreditation currently mandate staff development or inservice programs for local school districts?

2. Which states are currently planning or have pending legislation regarding staff development?

3. What effect does per pupil expenditures have on state mandated staff development programs?

4. Which states provide funding for staff development or inservice programs?

5. What types of support are provided by State Departments of Education to local school districts in the area of staff development?

STATE MANDATED STAFF DEVELOPMENT

In the 1983-84 study, staff development was mandated by 25 states (See Table 1). Results from the 1989 study revealed staff development was currently mandated in 31 states. This was an increase of 6 states since the 1983-84 study. Nine states have added mandates since 1983-84 and 3 states have dropped mandated staff development since the 1983-84 study.

Table 1- State Mandated Staff Development Programs and Funding for Staff Development in the Fifty States 1983-89.

State	Mandated 1983	Mandated 1989	Funds 1983	Funds 1989
Alabama	Yes	Yes	Yes	No
Alaska	No	No	No	No
Arizona	No	No	No	No
Arkansas	No	Yes	Yes	Yes
California	No	No	No	Yes
Colorado	No	No	Yes	No
Connecticut	No	Yes	No	Yes
Delaware	No	Yes	No	Yes
Florida	Yes	Yes	Yes	Yes
Georgia	Yes	Yes	Yes	Yes
Hawaii	No	No	Yes	Yes
Idaho	Yes	No	No	No
Illinois	No	Yes	Yes	Yes
Indiana	No	No	No	No
Iowa	No	Yes	No	No
Kansas	No	No	No	Yes
Kentucky	Yes	Yes	Yes	Yes
Louisiana	No	No	No	No
Maine	No	Yes	Yes	Yes
Maryland	No	No	No	No
Massachusetts	No	No	Yes	No
Michigan	No	No	Yes	Yes
Minnesota	No	No	No	Yes
Mississippi	No	Yes	Yes	Yes
Missouri	Yes	Yes	No	Yes
Montana	Yes	Yes	No	No
Nebraska	Yes	Yes	No	No
Nevada	No	No	Yes	No
New Hampshire	Yes	Yes	Yes	No
New Jersey	Yes	No	No	No
New Mexico	Yes	Yes	No	No
New York	No	No	No	Yes
North Carolina	No	Yes	No	Yes
North Dakota	Yes	No	No	No
Ohio	Yes	Yes	Yes	Yes
Oklahoma	Yes	Yes	Yes	Yes
Oregon	Yes	Yes	No	Yes
Pennsylvania	Yes	Yes	Yes	No
Rhode Island	No	Yes	No	Yes
South Carolina	Yes	Yes	Yes	Yes
South Dakota	Yes	Yes	No	Yes
Tennessee	Yes	Yes	Yes	Yes
Texas	Yes	Yes	No	No
Utah	No	No	Yes	Yes
Vermont	Yes	Yes	Yes	No
Virginia	Yes	Yes	Yes	No
Washington	No	No	Yes	No
West Virginia	Yes	Yes	No	No
Wisconsin	Yes	Yes	No	No
Wyoming	Yes	Yes	No	No

Examination of the data by region revealed the greatest increase in staff development was in the East with 4 states (Maine, Delaware, Rhode Island, and Connecticut) now mandating staff development for local school districts. At the present time four states in the East, New Jersey, New York, Massachusetts, and Maryland, do not have mandated staff development for local school districts.

In the 1983-84 study, 10 states in the South mandated staff development for local school districts. Results from the 1989 study revealed 3 states (Arkansas, Mississippi, and North Carolina) have added mandated staff development with all southern states with the exception of Louisiana now requiring staff development for local school districts.

State mandated staff development has increased in the Midwest. Since the 1983-84 study, 2 states, Illinois and Iowa, now require local school districts to provide staff development programs. Officials from North Dakota reported the staff development mandate for local districts was no longer in effect.

Staff development in the West has decreased since the 1983-84 study. Staff development is no longer required in Idaho.

Examination of the four regions revealed staff development was most prevalent in the South with 12 of 13 states mandating staff development. In the East 7 of 11 states mandated staff development, and in the Midwest 8 of 13 states required staff development for local school districts. In the West, only 4 of 13 states mandated staff development for local school districts.

STATES PLANNING STAFF DEVELOPMENT/PENDING LEGISLATION

Results from the 1983-84 study revealed that officials from 17 states reported legislation pertaining to staff development was being planned, reviewed or modified. In 1989, respondents from 6 states reported staff development changes or mandates were being considered in California, Indiana and North Dakota; states that did not have mandated staff development. North Dakota required staff development in 1983; the mandate was removed and is currently being reconsidered. Rhode Island, Ohio, and Vermont, states that

have mandated staff development, reported legislative and/or State Education Department activity in the area of staff development.

PER PUPIL EXPENDITURES

Per pupil expenditures provide interesting insight into the ability of states to finance staff development and other educational programs. Table 2 outlines per pupil expenditures, increases, and the percentage of increases in state funding over the six-year period for the four geographic regions.

Table 2- Per Pupil Expenditure, Percentage Increases, Mandated States and Gain/Loss for State Mandated Staff Development from 1983-89 in the Four Geographic Regions of the United States.

Area	1989 $Amt.	1983-84 $Amt	Increase $ 1983-89	Percentage Increase	Mandated States (N)	Gain/Loss States 83-89	
East	5883	2848	3035	108.4%	7	+4	-1
South	3638	1947	1691	86.7%	12	+3	-0
Midwest	4086	2364	1722	73.1%	8	+2	-1
West	4322	2686	1636	63.4%	4	+0	-1

In 1983, 10 southern states ranked 26 or below in terms of per pupil expenditures with only Virginia (15) and Florida (20) ranked above 26. In 1989, 3 states Virginia (15), Florida (20), and Georgia (26) were ranked in the top 26 states in terms of per pupil expenditures. Respondents from the 1989 study reported staff development was mandated by 12 of 13 southern states. The mean for per pupil expenditures for all southern states was $3638 for 1988-89. Per pupil expenditures were highest in the East with a mean of $5883 based upon 1988-89 figures. In the East, 7 of 11 states mandated staff development for local school districts. The Midwest ranked third in terms of per pupil expenditures with a mean of $4079 and 8 of 13 states mandating staff development for local school districts. Western states ranked second in terms of per pupil expenditures with a mean of $4322 with 4 of 13 western states mandating staff development for local school districts. From 1983-1989, increases in per pupil expenditures were highest in the East with a 108.4 percent increase. The per pupil expenditure increase in the South was 86.7 over the six-year period. This was the second largest increase by region.

State mandated staff development was most prevalent in the South and Midwest where per pupil expenditures were lowest. Based upon the data there was no correlation between per pupil expenditures and state funding for mandated staff development. A complete breakdown of per pupil expenditures for each of the fifty states for 1983 and 1989, dollar amounts, and the percentage of increase over the six year period is listed in Table 3.

STAFF DEVELOPMENT FUNDING

Staff development was funded by 23 states in the 1983-84 study with 12 of 25 states that mandated staff development providing funding for staff development. Of the 31 states that mandated staff development in the 1989 study, 17 provided financial support for staff development to local districts. Eight states that did not mandate staff development provided funds for staff development activities. Nine states that provided funding in the 1983-84 study dropped funding in the 1989 study.

Examination of funding changes by region in 1989 indicated funding increased in the Midwest (4 states), East (4 states), South (1 state), and West (2 states). Of the states in 1989 providing funding for staff development for the first time, only New York, Kansas, Minnesota and California did not mandate staff development for local school districts. When funding for staff development in each of the four regions was examined, funding was most evident in the Midwest and South with 8 states from each region providing fiscal support. In the East, 5 states provided funding and in the West 4 states provided funding for staff development.

STATE MATERIAL/RESOURCE SUPPORT TO LOCAL SCHOOL DISTRICTS

State Education Officers were asked to respond to questions pertaining to materials and resources states provided local school districts in the area of staff development support. Service/resource areas included tapes, films and videos, pamphlets on various subjects, books, grants for inservice activities, speakers bureau, and workshops (See Table 4). Examination of the four geographic areas revealed that

Table 3 - Current Per Pupil Expenditures[1] and Ranking for the Fifty States

1989 Ranking	State	Dollars 1989	1983 Ranking	%Increase in $ 1983-1989	Rank
1	New Jersey	7,571	3	130.5	4
2	New York	7,338	2	94.7	13
3	Connecticut	7,199	16	168.3	1
4	Alaska	7,134	1	32.9	50
5	Rhode Island	5,939	8	98.2	8
6	Massachusetts	5,818	9	96.3	11
7	Pennsylvania	5,621	10	97.9	9
8	Delaware	5,506	5	76.2	28
9	Wyoming	5,462	7	82.2	22
10	Maryland	5,391	6	79.8	25
11	Wisconsin	5,117	11	85.5	19
12	Vermont	5,057	22	113.8	6
13	Maine	4,845	41	144.1	2
14	Oregon	4,818	4	53.9	46
15	Virginia	4,744	31	116.3	5
16	Colorado	4,633	14	71.1	32
17	Minnesota	4,577	15	69.6	33
18	Michigan	4,576	18	72.5	30
19	Illinois	4,513	13	65.9	38
20	Florida	4,487	26	97.1	10
21	Kansas	4,404	28	95.6	12
22	Washington	4,339	17	62.0	40
23	New Hampshire	4,334	27	92.1	21
24	Iowa	4,289	23	83.1	21
25	Montana	4,259	12	56.2	44
26	Georgia	4,143	48	140.7	3
27	Ohio	4,138	24	78.3	27
28	California [A]	4,075	21	67.9	36
29*	Hawaii	4,034	19	54.9	45
29*	New Mexico	4,034	32	85.2	20
31	Nevada	3.974	34	92.07	16
32	Arizona	3.904	25	69.4	34
33	West Virginia	3,879	33	78.5	26
34	North Carolina	3,872	35	90.5	18
35	Indiana	3,858	38	92.2	14
36	Texas	3,842	37	91.0	17
37	Missouri	3,838	30	74.7	29
38	Nebraska	3,732	20	52.6	47
39	Kentucky	3,655	45*	99.2	7
40	South Carolina	3,465	42	80.8	23
41	North Dakota	3,447	39*	72.2	31
42	Louisiana	3,352	39*	67.4	37
43	South Dakota	3,329	36	65.1	39
44	Tennessee	3,305	47	80.5	24
45	Oklahoma	3,212	29	43.6	48
46	Idaho	2,946	43	56.9	43
47	Alabama	2,915	45*	58.9	41
48	Mississippi	2,846	50	68.9	35
49	Arkansas	2,698	49	57.5	42
50	Utah	2,574	44	39.7	49
	U.S. AVERAGE	**4,509**		**81.89**	

[A] Figures ADA different than others

[1] Based upon Average Daily Attendance as reported by National Education Association; Estimate of School Statistics, 1988-89.

*tie

6

Table 4 - State Staff Development Support of Local School Districts in Six Areas.

State	Region	Tapes Films Videos	Pamphlets	Books	Grants for Inservice	Speaker Bureau	Workshops
Alabama	S	Yes	Yes	Yes	No	No	Yes
Alaska	W	Yes	Yes	Yes	No	Yes	Yes
Arizona	W	No	No	No	No	No	No
Arkansas	S	Yes	Yes	Yes	Yes	No	Yes
California	W	Yes	Yes	Yes	Yes	Yes	Yes
Colorado	W	No	No	No	No	No	No
Connecticut	E	No	Yes	No	Yes	Yes	Yes
Delaware	E	Yes	Yes	Yes	Yes	No	Yes
Florida	S	Yes	Yes	Yes	Yes	Yes	No
Georgia	S	No	No	No	Yes	No	No
Hawaii	W	Yes	Yes	Yes	Yes	Yes	Yes
Idaho	W	Yes	Yes	Yes	Yes	Yes	Yes
Illinois	MW	Yes	No	No	No	No	Yes
Indiana	MW	Yes	Yes	Yes	Yes	Yes	Yes
Iowa	MW	No	No	No	Yes	No	Yes
Kansas	MW	Yes	Yes	No	Yes	No	Yes
Kentucky	S	No	Yes	Yes	Yes	Yes	Yes
Louisiana	S	Yes	Yes	Yes	No	No	Yes
Maine	E	Yes	Yes	Yes	Yes	Yes	Yes
Maryland	E	No	No	No	No	No	No
Massachusetts	E	No	No	No	Yes	No	Yes
Michigan	MW	Yes	Yes	Yes	Yes	Yes	Yes
Minnesota	MW	No	Yes	No	No	No	Yes
Mississippi	S	Yes	Yes	Yes	No	No	Yes
Missouri	MW	No	Yes	No	Yes	Yes	Yes
Montana	W	Yes	No	No	Yes	Yes	Yes
Nebraska	MW	No	No	No	No	No	No
Nevada	W	No	No	No	Yes	No	Yes
New Hampshire	E	No	No	No	Yes	Yes	Yes
New Jersey	E	Yes	Yes	Yes	No	No	Yes
New Mexico	W	Yes	Yes	Yes	No	Yes	Yes
New York	E	Yes	Yes	No	Yes	No	Yes
North Carolina	S	Yes	Yes	Yes	Yes	Yes	Yes
North Dakota	MW	No	No	No	No	No	No
Ohio	MW	Yes	Yes	Yes	Yes	No	Yes
Oklahoma	MW	Yes	No	No	No	No	Yes
Oregon	W	No	Yes	No	Yes	No	Yes
Pennsylvania	E	No	No	No	No	No	Yes
Rhode Island	E	Yes	Yes	Yes	Yes	No	Yes
South Carolina	S	Yes	Yes	Yes	Yes	Yes	Yes
South Dakota	MW	No	No	No	Yes	Yes	Yes
Tennessee	S	Yes	Yes	Yes	No	No	Yes
Texas	S	No	No	No	No	No	No
Utah	W	No	No	No	No	No	No
Vermont	E	Yes	Yes	No	Yes	Yes	Yes
Virginia	S	Yes	Yes	No	No	No	Yes
Washington	W	No	No	No	No	No	No
West Virginia	S	Yes	Yes	Yes	Yes	Yes	Yes
Wisconsin	MW	Yes	Yes	Yes	Yes	No	Yes
Wyoming	W	No	No	No	Yes	No	Yes

workshops (40), pamphlets (31), and grants offered for inservice activities (30) and tapes, videos, and films (29) were the most common forms of support provided to local school districts in the fifty states. Other forms of support reported by state officials included books (30), and speakers bureau (19) as forms of staff development support. Several state officials indicated that technical assistance and training programs for administrators were offered by Departments of Education.

Geographically, the states in the southern United States were providing the most support (53), followed by midwestern states (41), eastern (39) and western (39).

SUMMARY AND CONCLUSIONS

Based upon data the following conclusions have been drawn in reference to state mandated staff development between 1983 and 1989:

- Staff development was most entrenched in the South with 12 of 13 states mandating staff development for local school districts.

- Three states have dropped mandated staff development since the 1983-84 study.

- Since 1983, 9 states have implemented state mandated staff development for a net gain of six states.

- Aggregate per pupil expenditures were lowest in the South and Midwest. State financial support for staff development was most likely in these areas.

- Percentage increases in per pupil expenditures in the South since 1983-84 were second only to the East.

- Legislation in 1989 was being considered by 6 states with 3 of the states currently mandating staff development.

- Material and resource support from State Department of Education for local school districts were most likely to occur in the South.

Staff development has been recognized by a number of states as an educational improvement strategy. Although state activity in staff

development has grown since 1983, financial support provided for staff development to local districts has not kept pace. Based on the data from the study, staff development activities have continued to grow. This staff development growth has paralleled the educational reform movement.

To determine the impact of state mandated staff development, research needs to be conducted on the effectiveness of the various forms of staff development as prescribed by the states.